

HERrespect Evaluation

BASELINE SURVEY

MANAGEMENT SURVEY QUESTIONNAIRE (ENGLISH)

Facesheet

| | | | |
|------------------------|-------|--|--|
| 1. Factory ID | _ _ | | |
| 2. Manager ID | _ _ _ | | |
| 3. Interviewer ID | _ _ | | |
| 4. Name of interviewer | | | |

| Visit form | | | |
|---|------------------|--|------------------|
| | First visit | Second visit | Third visit |
| Date | _____ | _____ | _____ |
| Result code * | _ _ | _ _ | _ _ |
| Date of next visit | | | Total visit |
| Interview start time | _ hr _ min | _ hr _ min | _ hr _ min |
| Interview end time | _ hr _ min | _ hr _ | _ hr _ |
| Total duration of interview | _ hr _ min | _ hr _ min | _ hr _ min |
| * Result code Complete01 Refused02 Postponed (mention the reason)03 Incomplete04 | | Respondent absent05 Refused to continue the interview 06 Others (mention the reason)07 | |
| SUPERVISOR ID _ _ | | EDITOR ID _ _ | |

| SECTION 1: BACKGROUND INFORMATION | | | | | | |
|-----------------------------------|---|--|----------|---------------------------|-------|----------------|
| QUESTIONS & FILTERS | | CODING CATEGORIES | | | | SKIP TO |
| 101 | How old were you on your last birthday? (MORE OR LESS) | AGE (YEARS) _ _ | | | | |
| 102 | What is the highest class you completed at school? | CLASS _ _ | | | | |
| 103 | Are you currently studying? | YES 1 NO 2 | | | | |
| 104 | Have you done a training course that has given you a certificate or diploma? | YES 1 NO 2 | | | | |
| 105 | Are you currently married or have you been married? | CURRENTLY MARRIED.....1 DIVORCED2 WIDOWED3 NEVER MARRIED4 | | | | |
| 106 | How much do you earn per month? (Approximately) | TK _ _ _ _ _ _ | | | | |
| 107 | If a person became ill in your home and Tk. 100,000 was needed for treatment or medicine, how easy would you say it would be to find the money? | VERY DIFFICULT.....1 SOMEWHAT DIFFICULT.....2 SOMEWHAT EASY.....3 VERY EASY.....4 | | | | |
| 108 | Of your total household expenses, what proportion is met through your own earnings? | None.....1 Very little.....2 Some.....3 Half.....4 Most.....5 All.....6 | | | | |
| 109 | The following statements are series of statements about how you see your life now: | STRONGLY DISAGREE | DISAGREE | NEITHER AGREE OR DISAGREE | AGREE | STRONGLY AGREE |
| | a) In most ways your life is close to your ideal | 1 | 2 | 3 | 4 | 5 |
| | b) The conditions of your life are excellent | 1 | 2 | 3 | 4 | 5 |
| | c) You are satisfied with your life | 1 | 2 | 3 | 4 | 5 |
| | d) So far you have got the important things you wanted in life | 1 | 2 | 3 | 4 | 5 |

SECTION 2: WORK AND BURNOUT

| | | | | | | | | |
|---|---|---|------------------|---------|---------------------|------------|--------------------|-----------|
| 201 | For how long you have been working in the current factory? | [] [] year [] [] months | | | | | | |
| 202 | What position do you hold? | Junior supervisor1 Supervisor.....2 Senior supervisor3 Line chief4 Quality controller.....5 Quality in-charge6 Quality auditor7 Cutting assistant8 Cutting in charge9 Assistant production manager (A.P.M).....10 Production manager11 Finishing in charge.....12 Packing in charge13 I.E officer.....14 Floor in-charge.....15 Assistant general manager (A.G.M).....16 General manager (G.M)17 Other.....18 (specify) | | | | | | |
| 203 | How long you have been working in this position in the current factory? | [] [] year [] [] months | | | | | | |
| 204 | How many female workers do you supervise directly? | [] [] Female workers | | | | | | |
| 205 | How many male workers do you supervise directly? | [] [] Male workers | | | | | | |
| 206 | Have you worked in other garment factories? | YES1 NO2 | | → 208 | | | | |
| 207 | In total, how many garment factories have you worked in (including the current one)? | [] [] | | | | | | |
| 208 | For how long you have been working in the garment sector? | [] [] years | | | | | | |
| 209 | The following statements are a series of statements about your current work situation. Please say if you strongly agree, agree, disagree or strongly disagree with these phrases: | STRONGLY DISAGREE | DISAGREE | AGREE | STRONGLY AGREE | | | |
| | a) You are frequently stressed or depressed because of not having enough work | 1 | 2 | 3 | 4 | | | |
| | b) You are frequently stressed or depressed because of not having enough income | 1 | 2 | 3 | 4 | | | |
| | c) You are frequently stressed or depressed because you are not proud of what you do to get money | 1 | 2 | 3 | 4 | | | |
| | d) You are frequently stressed or depressed because you want or have to help my family with money | 1 | 2 | 3 | 4 | | | |
| The next questions we would like to ask are about work, accomplishment. Below is a list of statements dealing with your feeling about work. Each question is a statement; please answer how frequently you have had particular feelings or ideas or whether you have not had them at all. | | | | | | | | |
| 210 | Maslach Burnout Inventory (MBI) | Never | A few times year | Monthly | A few times a month | Every Week | A few times a week | Every day |
| | Emotional Exhaustion | | | | | | | |
| A | You feel emotionally drained from your work | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| B | You feel used up at the end of the workday | 0 | 1 | 2 | 3 | 4 | 5 | 6 |

| | | | | | | | | |
|--------------------------------|--|---|---|---|---|---|---|---|
| C | You feel fatigued when you get up in the morning and have to face another day on job | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| D | Working with people all day is really a strain for you | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| E | You feel burned out from your work | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| F | You feel frustrated by your job | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| G | You feel you are working too hard on your job | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| H | Working with people directly puts too much stress on you | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| I | You feel like you are at the end of your rope | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| Personal accomplishment | | | | | | | | |
| J | You can easily understand how workers who you supervise feel about things | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| K | You deal very effectively with the problems of your supervisees | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| L | You feel you are positively influencing other people's life through your work | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| M | You feel very energetic | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| N | You can easily create a relaxed atmosphere with your supervisees | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| O | You feel exhilarated after working closely with your supervisees | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| P | You have accomplished many worthwhile things in this job | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| Q | In your work, you deal with emotional problems very calmly | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| Depersonalization | | | | | | | | |
| R | You feel you treat some supervisees as if they were impersonal 'objects' | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| S | You have become more callous toward people since you took this job | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| T | You worry that this job is hardening you emotionally | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| U | You don't really care what happens to some of your supervisees | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| V | You feel your supervisees blame you for some of their problems | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| Optional items | | | | | | | | |
| W | You feel similar to your supervisees in many ways | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| X | You feel personally involved with your supervisees problem | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| Y | You feel uncomfortable about the way you have treated some of your supervisees | 0 | 1 | 2 | 3 | 4 | 5 | 6 |

SECTION 3 ATTITUDES ABOUT RELATIONS BETWEEN MEN AND WOMEN

The next set of questions are about your views on life and particularly on relations between men and women in society. There are no right or wrong answers – we are just interested in what you think.

For each of the following statements please say answer whether you strongly agree, agree, disagree or strongly disagree with the following statements:

| 301 | | STRONGLY DISAGREE | DISAGREE | AGREE | STRONGLY AGREE |
|-----|--|--|----------|-------|-------------------|
| A | A woman's most important role is to take care of her home and cook for her family. | 1 | 2 | 3 | 4 |
| B | Men need sex more than women do. | 1 | 2 | 3 | 4 |
| C | There are times when a woman deserves to be beaten. | 1 | 2 | 3 | 4 |
| D | It is a woman's responsibility to avoid getting pregnant. | 1 | 2 | 3 | 4 |
| E | A woman should tolerate violence in order to keep her family together. | 1 | 2 | 3 | 4 |
| F | If someone insults a man, he should defend his reputation, with force if he has to. | 1 | 2 | 3 | 4 |
| G | To be a man, a person needs to be tough. | 1 | 2 | 3 | 4 |
| H | A man should have the final say in decisions in his home. | 1 | 2 | 3 | 4 |
| I | I think that a woman should obey her husband | 1 | 2 | 3 | 4 |
| J | I think that a woman needs her husband's permission to do paid work | 1 | 2 | 3 | 4 |
| K | I think that a woman cannot refuse to have sex with her husband. | 1 | 2 | 3 | 4 |
| L | I think if a woman does not physically fight back, it's not rape | 1 | 2 | 3 | 4 |
| M | I think that there is nothing a woman can do if her husband wants to have girlfriends | 1 | 2 | 3 | 4 |
| N | I think that men should share the work around the house with women such as doing dishes, cleaning and cooking | 1 | 2 | 3 | 4 |
| O | I think that children belong to a man and his family | 1 | 2 | 3 | 4 |
| P | I think that if a man beats you it shows that he loves you | 1 | 2 | 3 | 4 |
| 302 | Who in your household usually has the final say regarding the health of women in the family? Would you say yourself, your partner or both equally? | YOURSELF1 WIFE/PARTNER2 BOTH EQUALLY.....3 OTHER MEMBER OF HOUSEHOLD4 N/A5 | | | |
| 303 | Who in your household usually has the final say about decisions involving your children (their schooling, their activities)? Would you say yourself, your partner or both equally? | YOURSELF1 WIFE/PARTNER.....2 BOTH EQUALLY.....3 OTHER MEMBER OF HOUSEHOLD4 N/A.....5 | | | |
| 304 | Who has the final say about decisions involving how your family spends money on food and clothing? Would you say yourself, your partner or both equally? | YOURSELF.....1 WIFE/PARTNER2 BOTH EQUALLY.....3 OTHER MEMBER OF HOUSEHOLD4 N/A.....5 | | | |
| 305 | Who has the final say about decisions involving how your family spends money on | YOURSELF.....1 WIFE/PARTNER2 | | | |

| | | | | | |
|-----------------------------|---|--|----------|-----------|----------------|
| | large investments such as buying a car, a house or a household appliance? | BOTH EQUALLY3 OTHER MEMBER OF HOUSEHOLD4 N/A.....5 | | | |
| MANAGEMENT ATTITUDES | | | | | |
| 306 | For each of the following statements please say whether you strongly agree, agree, disagree or strongly disagree with the following statements | STRONGLY DISAGREE | DISAGREE | AGREE | STRONGLY AGREE |
| A | Sewing operators usually want to do as little work as possible | 1 | 2 | 3 | 4 |
| B | Male supervisors are much better at meeting production targets than women would be | 1 | 2 | 3 | 4 |
| C | Sewing operators should have their pay reduced if they don't work hard enough | 1 | 2 | 3 | 4 |
| D | Women supervisors are too soft on women workers | 1 | 2 | 3 | 4 |
| E | You need to be tough to be a supervisor or manager | 1 | 2 | 3 | 4 |
| F | If they haven't finished work Sewing operators should just stay until the targets are completed | 1 | 2 | 3 | 4 |
| G | Sewing operators in a garment factory should always obey their supervisor and managers | 1 | 2 | 3 | 4 |
| H | It's not your concern if women Sewing operators get into trouble at home for staying late to meet targets | 1 | 2 | 3 | 4 |
| 307 | STRATEGIES TO ENSURE PRODUCTION TARGETS ARE MET Supervisors, line chiefs and managers are often placed under a lot of pressure to meet production targets. Below is a list of things that some supervisors and managers do to try and get the workers to work more quickly. How often have you done these in the last four weeks? would you say never, once, 2-3 times or many times. | | | | |
| | How often within the past 4 weeks have you | Never | Once | 2-3 Times | Many Times |
| A | Called a sewing operator or helper names | 0 | 1 | 2 | 3 |
| B | Reported a sewing operator or helper to some one more senior for punishment | 0 | 1 | 2 | 3 |
| C | Scolded a sewing operator or helper | 0 | 1 | 2 | 3 |
| D | Made fun of a sewing operator or helper because of their appearance | 0 | 1 | 2 | 3 |
| E | Made fun of a sewing operator or helper for some other reason | 0 | 1 | 2 | 3 |
| F | Shouted a sewing operator or helper | 0 | 1 | 2 | 3 |
| G | Slapped a sewing operator or helper | 0 | 1 | 2 | 3 |
| H | Struck the head of a sewing operator or helper | 0 | 1 | 2 | 3 |
| I | Pulled the hair of a sewing operator or helper | 0 | 1 | 2 | 3 |
| J | Pushed or shoved a sewing operator or helper | 0 | 1 | 2 | 3 |
| K | Praised a sewing operator or a line that was working very well | 0 | 1 | 2 | 3 |
| L | Discussed problems at home with a sewing operator which make it hard for her to do overtime and found a solution for both of you | 0 | 1 | 2 | 3 |
| M | Lowered production targets for a day after you realized that there was particular difficulty in achieving them | 0 | 1 | 2 | 3 |
| N | Discussed with the sewing operators and helpers how best to organize the work so that targets can be met | 0 | 1 | 2 | 3 |
| O | Review the production targets with your management and make sure they were feasible in normal working hours | 0 | 1 | 2 | 3 |

| SECTION 4: KNOWLEDGE AND ATTITUDES REGARDING LAWS AND POLICIES | | | | | | |
|--|---|---------------------------|-------|------------|----------|-------------------|
| No. | QUESTIONS & FILTERS | CODING CATEGORIES | | | | SKIP TO |
| 401 | Do women have higher or equal or lower rights compared to men according to Bangladesh constitution? | HIGHER.....1 | | | | |
| | | EQUAL.....2 | | | | |
| | | LOWER.....3 | | | | |
| 402 | Are there laws/policies in this country that protect women from discrimination? | YES1 | | | | |
| | | NO2 | | | | |
| | | DON'T KNOW.....3 | | | | |
| 403 | Are there laws/policies in this country that protect women against spousal violence? | YES1 | | | | → 405 |
| | | NO2 | | | | → 405 |
| | | DON'T KNOW3 | | | | |
| 404 | With regards to these laws about violence against women, do you strongly agree, agree, disagree or strongly disagree with the following statements | STRONGLY AGREE | AGREE | NO OPINION | DISAGREE | STRONGLY DISAGREE |
| a | They make it too easy for a woman to bring a violence charge against a man | 1 | 2 | 3 | 4 | 5 |
| b | These laws are too harsh | 1 | 2 | 3 | 4 | 5 |
| c | These laws are not harsh enough | 1 | 2 | 3 | 4 | 5 |
| d | They do not provide enough protection for the victim of violence | 1 | 2 | 3 | 4 | 5 |
| 405 | Are there laws/policies in this country that protect women against workplace violence? | YES1 | | | | → 407 |
| | | NO2 | | | | → 407 |
| | | DON'T KNOW3 | | | | |
| 406 | The policy address which of the following violence a) Physical violence b) Economic violence c) Emotional violence d) Sexual violence e) None MARK ALL THAT APPLY. | PHYSICAL VIOLENCEA | | | | |
| | | ECONOMIC VIOLENCEB | | | | |
| | | EMOTIONAL VIOLENCEC | | | | |
| | | SEXUAL VIOLENCED | | | | |
| | | NONEE | | | | |
| | | DON'T KNOW.....F | | | | |
| 407 | Do you strongly agree, agree, disagree or strongly disagree with the statements: "Sexual remarks and gesture is an act of workplace violence". | 1 | 2 | 3 | 4 | 5 |

| SECTION 5 COMPLETION OF INTERVIEW | | | |
|--|---|---|--|
| 501 | We have now finished the interview. Do you have any comments, or is there anything else you like to add? | | |
| 502 | I have asked you about many difficult things. How has talking about these things made you feel? | GOOD/BETTER.....1 BAD/WORSE.....2 SAME/ NO DIFFERENCE3 | |
| | <i>FINISH</i> I would like to thank you very much for helping us. I appreciate the time that you have taken. I realise that these questions may have been difficult for you to answer, but it is only by hearing from person like you we can really understand about work experiences and related stress. | | |
| INTERVIEWER COMMENTS TO BE COMPLETED AFTER INTERVIEW | | | |